



County of Los Angeles CHIEF EXECUTIVE OFFICE

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<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

November 24, 2010

To: Supervisor Gloria Molina, Chair
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

A handwritten signature in black ink, appearing to be "W. T. Fujioka", is written over the printed name and title.

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

DEPARTMENT OF HUMAN RESOURCES MANAGEMENT PROMOTION EXCEEDING \$150,000

Consistent with the Board-approved policy on managerial appointments, we have reviewed and recommend Board approval of the Department of Human Resources' request to appoint Mr. Jeffrey Tend to the position of Senior Human Resources Manager, with an annual salary of \$156,622.44. The requested salary will place Mr. Tend at the control point of the S-15 salary range and represents a 7.14 percent increase from his current base annual salary of \$146,189.04.

Mr. Tend is well qualified with 19 years of progressively responsible experience, 15 years of which have been with various departments of the County of Los Angeles. The last position he held with the County was as a Personnel Officer III for the Department of Parks and Recreation from July 2005 to May 2006. In this position, he directed the comprehensive integrated personnel system of a department with a \$132 million budget and over 1,500 employees. Mr. Tend is currently holding the position of Deputy Director with the Los Angeles Superior Court. In this position he is directing the Labor and Employee Relations programs for 5,000 employees in 50 court locations. He is also responsible for negotiating and administering nine labor contracts with three unions.

In Mr. Tend's positions as Deputy Director and Personnel Officer III, he developed and implemented policies and human resources strategies and initiatives to accomplish organizational objectives, enhance effectiveness and compliance with rules, regulations, and contracts. He also developed and implemented management training tools and conducted management training sessions in human resources areas.

"To Enrich Lives Through Effective And Caring Service"

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Each Supervisor
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Based on this information, we recommend that the Department's request be approved. In accordance with the policy on managerial salaries, please advise this Office if you would like this request placed on an upcoming agenda for Board action. Unless otherwise instructed by December 10, 2010, we will authorize the Department to proceed with this appointment.

If you have any questions, please contact me or have your staff contact Ellen Sandt at (213) 974-1186 or esandt@ceo.lacounty.gov.

WTF:ES
GS:LG:cg

c: Executive Office, Board of Supervisors
Human Resources

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